

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
April 2014



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries	331	326	393	412									1462
Number of Complaints Drafted	96	141	165	176									578
% of inquiries drafted	29%	43%	42%	43%									39%
Employment	64	106	122	130									422/73%
Housing (Real Estate)	18	16	23	23									80/14%
Public Accommodation	9	12	15	15									51/9%
Credit	0	0	0	0									0/0%
Education	5	7	5	8									25/4%
Unknown	0	0	0	0									0/0%
Number of Complaints Formalized	75	78	79	191									423
Employment	55	55	52	154									316
Transferred from EEOC*	5	1	0	73									79
Housing (Real Estate)	8	13	15	18									54
Transferred from HUD**	3	4	5	4									16
Public Accommodation	8	6	8	15									37
Credit	0	0	0	1									1
Education	4	4	4	3									15

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Total Number of Inquiries by Region	331	326	393	412									1462
Region 1	34	37	44	44									159
Region 2	29	29	37	26									121
Region 3	20	24	25	25									94
Region 4	12	9	13	16									50
Region 5	131	141	173	206									651
Region 6	28	26	29	39									122
Region 7	14	11	16	11									52
Region 8	30	28	23	19									100
Region 9	21	20	28	23									92
Unknown/Out of State	12	2	5	3									22

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
% of Aged Cases by Area													
Employment	8%	6%	6%	6%									7%
Housing (Real Estate)	0%	0%	11%	0%									3%
Public Accommodation	8%	8%	13%	18%									12%
Credit	0%	0%	0%	0%									0%
Education	6%	6%	12%	11%									9%
Open Cases by Area													
Employment	567	599	584	682									
Housing (Real Estate)	48	52	47	62									
Public Accommodation	96	97	94	89									
Credit	0	0	0	1									
Education	38	41	41	43									

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Number of Cases Closed	61	43	77	69									250
Employment	35	30	42	49									156
Housing (Real Estate)	16	9	18	5									48
Public Accommodation	6	4	13	14									37
Education	4	0	4	1									9
Credit	0	0	0	0									0
Type of Closure													
NPC	31	23	56	49									159
CWS	17	12	13	9									51
CW	4	1	2	5									12
AD	3	0	5	4									12
FO	6	7	1	2									16

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2014	Feb 2014	Mar 2014	Apr 2014	May 2014	June 2014	July 2014	Aug 2014	Sept 2014	Oct 2014	Nov 2014	Dec 2014	Year to Date
Probable/Reasonable Cause Findings	1	1	6	6									14
Employment	1	1	6	6									14
Housing (Real Estate)	0	0	0	0									0
Public Accommodation	0	0	0	0									0
Education	0	0	0	0									0
Credit	0	0	0	0									0
Active Cases													
Employment	33	34	34	33									
Housing (Real Estate)	12	12	12	12									
Public Accommodation	7	7	7	7									
Education	4	4	4	4									
Credit	0	0	0	0									
Average Age of Cases since NOF*	525	526	520	272									

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Echaezu, E. v. United Auto Workers Local 5 is an employment case based on disability and national origin. Complainant alleged that he was denied union representation because of his disability and national origin.

Gupton, C. v. Federal Express Corporation is an employment case based on race and sexual harassment. Complainant alleged that he was subjected to sexual harassment and was disciplined for prohibited conduct while a Caucasian female who displayed similar conduct was not.

Little, M. v. Magnode Corporation is an employment case based on race. Complainant alleged that he was terminated for breaking a tool in a machine while a Caucasian female had broken tools in machinery several times and was not terminated.

Meriwether, S. v. Frontier Communications Corporation is an employment case based on disability and race. Complainant alleged that he was denied a reasonable accommodation. He also alleged that Respondent granted a similarly situated Caucasian employee the same accommodation he was requesting.

Russell, S. v. Alcoa Inc. is an employment case based on disability. Complainant alleged that he was denied a reasonable accommodation.

Eash, J. v. United Roll Forming is an employment case based on disability. Complainant alleged that he was terminated because of his disability.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Brooks, C. v. Republic Airways is an employment case based on sex. Complainant alleged that he was not hired because of his sex. The case was closed with a settlement.

Matthews, J. v. NAPA Auto Parts is an employment case based on race. Complainant alleged that he was terminated because of his race. The case was closed with a settlement.

Articles of Interest:

Indiana enacts first military employment discrimination law (April 30, 2014, Indiana Public Media)

<http://indianapublicmedia.org/news/indiana-enacts-military-employment-discrimination-law-66409/>

Indiana holds Holocaust Observance (April 30, 2014, WTHR-13)

<http://www.wthr.com/story/25391489/2014/04/30/indiana-holds-holocaust-observance>

‘Education Weekend’ will aim to inform and inspire (April 30, 2014 Chalkbeat Indiana)

<http://in.chalkbeat.org/2014/04/30/new-education-weekend-event-aims-to-inform-and-inspire-indianapolis/>

ICRC, Indianapolis Indians announce Student Essay Contest (April 28, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2786.htm>

Education Alliance to release report on student success announce inaugural education weekend (April 24, 2014, IUPUI Newsroom)

<http://news.iupui.edu/releases/2014/04/education-alliance.shtml>

ICRC to offer CLE seminar in Hammond on May 23rd (April 22, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2785.htm>

Indiana Consortium announces dates for annual conference (April 21, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2784.htm>

State Civil Rights Commission charges three employers (April 21, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2783.htm>

Parenting Fair offers fun for the whole family (April 21, 2014, Northwest Indiana Times)

http://www.nwitimes.com/news/local/lake/gary/parenting-fair-offers-fun-for-the-whole-family/article_5eb75c21-4462-5447-a5d5-49569ee58a29.html

Indianapolis-based Magnode Corp. charged with race discrimination (April 17, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2782.htm>

Martin University to host career fair (April 17, 2014, Inside Indiana Business)

<http://www.insideindianabusiness.com/newsitem.asp?ID=64708>

Federal Express Corp. faces race and gender discrimination charge (April 16, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2781.htm>

Local man awarded human rights honor (April 16, 2014, Indiana Daily Student)

<http://www.idsnews.com/news/story.aspx?id=97831>

HUD and City of Dubuque, Iowa settle allegations of discrimination (April 15, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo.14-034

Ethnicity led to city firing, agency says (April 11, 2014, Journal Gazette)

<http://www.journalgazette.net/article/20140411/LOCAL/304119966/1002/LOCAL>

Details announced for 16th Annual State of Indiana Holocaust Observance (April 11, 2014, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2368.htm>

Multiple employers charged with discrimination (April 10, 2014, WBIW.com)

<http://www.wbiw.com/state/archive/2014/04/multiple-employers-charged-with-discrimination.php>

Strad Oilfield Services to pay \$65,000 to resolve discrimination case(April 8, 2014, EEOC Newsroom)

<http://eeoc.gov/eeoc/newsroom/release/4-8-14.cfm>

Now accepting nominations for the Rotary Education Weekend Equity Award (April 7, 2014, ICRC Newsroom)

<http://in.gov/icrc/2778.htm>

More than 200 in attendance for the 2014 Fair Housing Conference (April 4, 2014, ICRC Newsroom)

<http://www.in.gov/icrc/2777.htm>

2014 Indiana Black Barbershop Health Initiative set for tomorrow (April 4, 2014, ICSSBM Newsroom)

<http://www.in.gov/icssbm/2403.htm>

Vigilance needed to prevent housing discrimination (April 3, 2014, Indianapolis Recorder)

http://www.indianapolisrecorder.com/news/print_highlights/article_d0155128-bb46-11e3-883a-001a4bcf887a.html

Ventura to pay \$300K to settle sex discrimination suit against men (April 3, 2014, EEOC Newsroom) <http://eeoc.gov/eeoc/newsroom/release/4-3-14.cfm>

HUD marks Fair Housing Month (April 1, 2014, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2014/HUDNo.14-028